

SOUTH CAROLINA WHITE HOUSE CONFERENCE ON AGING

Issue Workshop

Issue Workshop: Workforce Issues

Priority Issue Statement

We are not adequately preparing for an aging workforce or providing options to enhance & encourage continued employment.

Barriers

1. Age discrimination and unsubstantiated myths of older workers.
2. Work place disincentives to remaining employed in the concept of retirement as a required rite of passage.
3. Challenges of low skilled, low income older workers with multiple barriers to employment who must work to maintain the basic essentials of life including food, shelter, clothing, and medical care.
4. Unavailability of meaningful training/retraining.
5. Reluctance of employers and employees to explore work options.

Solutions

1. Educate the business community and market the value of older workers and their ability to learn and adapt.
2. Encourage public and private research, that identifies employer and employee needs and interests of an aging workforce.
3. Offer adequate training and funding in traditional or non-traditional settings that targets seniors.